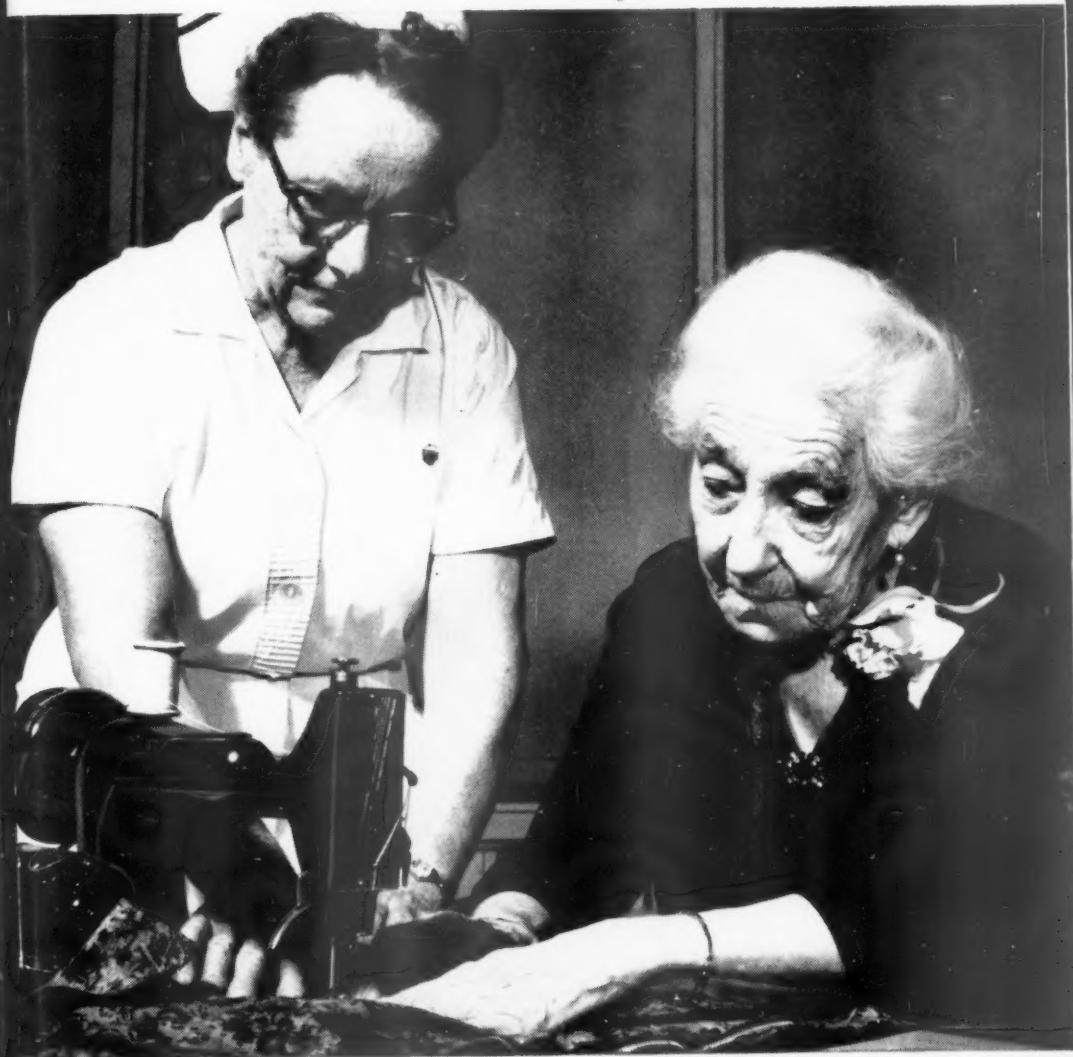


RN

JUNE 1961



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THOS. LEEMING & CO., INC., New York 17

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VOLUME 24 • NO. 6 • JUNE 1961

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RN's editors bring you their views on those actions of the National League for Nursing biennial that, if translated into action, will vitally affect your professional life

They're giving more than custodial care! 36

The nurses at this California hospital have been encouraged to challenge the assumption that about all one can do for the chronically ill is to make them comfortable

Where in the ward do you place that new child? 46

Proper bed grouping can help your pediatric patients adjust to their hospital experience, according to this psychologist

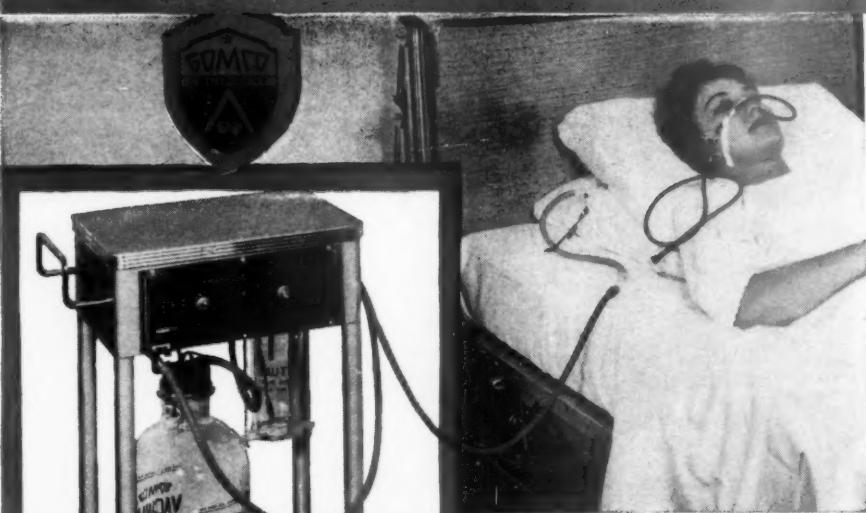
Drugs for diabetes treatment 51

This article, the second of three on diabetes and its control, discusses new forms of insulin and the synthetic hypoglycemic agents that help in the management of this disease

MORE ►

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How to keep up with new medicines 57
Does your ward maintain a card file on the latest drugs? If so, does it contain all the information you need? This *RN* Refresher tells what to include and suggests other ways to keep up with the rapid advances in drug therapy

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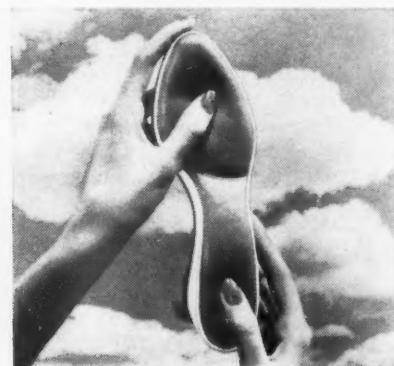
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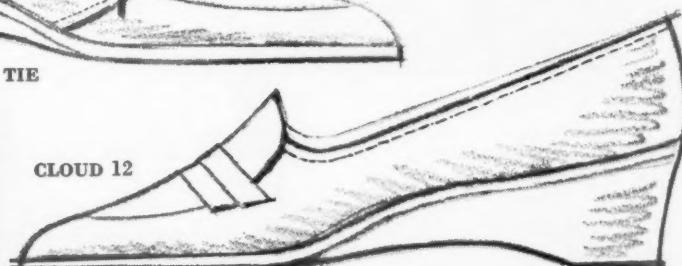
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RN *letters*

DRINKING-CUP SAGA

DEAR EDITOR: In your March issue I asked readers to suggest a suitable drinking cup for patients with Parkinson's tremor. The response astounded me: I heard from several dozen nurses all over the country. (*RN* gets around!)

Most writers suggested a two-handled plastic cup used in training small children. It has a snug-fitting lid with a built-in drinking spout.

I had hoped to answer each letter; but the number I've received makes that impossible. Please give your readers my grateful thanks.

Elizabeth H. Brooke, R.N.
Santa Fe, N.M.

'POP TAX' SUGGESTED

DEAR EDITOR: The shortage of well-trained doctors and nurses will continue until our medical and nursing schools are expanded. And *that* can't be done until the schools get financial aid.

How to get it? I suggest Federal aid provided by a "pop tax"—a penny-a-bottle tax on every man, woman, and child who downs a soft drink. West Virginia

has raised \$25,000,000 for its new medical center by this means.

Beth Mahoney, R.N.
Ardmore, Pa.

RX FOR VISITOR TROUBLE

DEAR EDITOR: Here's a suggestion for the R.N. who asked recently how to solve the visitor-problem in a small-town hospital:

In the typical small town, the local newspaper is an ally of anyone with a worthy cause. But—

Don't go to the editor alone, unless you want to be laughed at as a crank. First, get the blessing of your hospital administrator. Then, with a delegation of nurses, go to the editor and explain why the patient is the one who suffers most from the abuse of visiting rules. Explain that the nurse who tries to protect her patient from too many visitors is often scorned, labeled a buttinsky, and told: "I'll report you to the trustees!"

Chances are that the editor can do something to improve the situation. If he can't, hire a bouncer!

R.N., Michigan

DEAR EDITOR: . . . This problem has made my blood boil many



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KILLING ME!

Why suffer agonies of

CORNS &
CALLOUSES

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PERSPIRING,
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...letters

times. Nurses have enough to do without being asked to police unwanted visitors . . . Doctors could help by making visiting regulations clear to the family before the patient is admitted . . .

Kathleen Paglia, R.N.
Philadelphia, Pa.

DEAR EDITOR: . . . Many patients have to stay longer (and pay a higher hospital bill) because they are all but "visited to death" . . . A nurse who tries to control visiting might as well try to control the weather.

I've seen women clack down the hall late at night and barge in on a patient sorely in need of rest. And I've even heard such women ask each other, "Who else can we visit now?"

A solution? Here's my suggestion (though it may take an act of Congress to make it work): Put a coin box in every room and require a 25-cent contribution from every visitor!

R.N., Arkansas

RN IN AFRICA

DEAR EDITOR: I recently sent twelve copies of *RN* to a nurses' training school in Southern Rhodesia. The grateful sister-in-charge wrote that she and her thirty-two students have found your articles enjoyable and helpful.

There must be many other nurses in distant missions who'd welcome back issues of *RN*. I suggest that



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...letters

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Jacqueline R. Bernard, R.N.
West Richfield, Ohio

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DEAR EDITOR: Count on me to back the economic security program even if it is controversial, to wit:

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A logical spot's a utility room;
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More pay or a pension—
What then is the spot?
A Futility Room!

Elizabeth Scott, R.N.
Detroit, Mich.

REWARDING WORK

DEAR EDITOR: Congratulations to Virginia Mello for "Nursing Is What You Make It." After trying two other fields, I too find industrial nursing rewarding. I wouldn't swap jobs with anyone!

Jestine Morris, R.N.
Murfreesboro, Tenn.

KUDOS FOR L.P.N.S

DEAR EDITOR: Some R.N.s resent L.P.N.s. I'd like to go on record in their favor.

Many fine L.P.N.s with whom I've worked in Michigan, Illinois, and California have given me capable assistance. These women are a credit to their training and to nursing.

Doris N. McNitt, R.N.
Long Beach, Calif.





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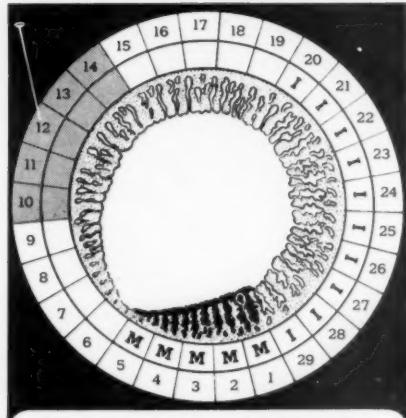
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1. Doyle, J. B., Ewers, F. J. and Sapit, D.: The Fertility Testing Tape, J.A.M.A. 172:1744 (April 16) 1960.

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... news

removed as soon as the condition is discovered—even if it's necessary to perform the operation during infancy.

F.D.A. cracks down on drug bootleggers

The Food and Drug Administration is now taking court action against a number of persons who have been charged with manufacturing bogus drugs and selling them under reputable trade names.

The counterfeit drugs usually are produced under questionable conditions of sanitation and control, says the F.D.A. The counterfeitors use suspect ingredients. They stamp the trade marks or symbols of ethical firms on their pills. They bootleg them in bulk to racketeer jobbers who then sell them in smaller lots to retail drugists.

Drugs most often counterfeited are the diuretics, tranquilizers, hormones, and weight-reducers. Drug-industry sources estimate that as much as 3 per cent of drugs dispensed through prescriptions come from counterfeitors.

New pattern seen emerging in emergency-room care

Is the hospital emergency room taking on the aspect of an outpatient clinic?

A panel of hospital executives, speaking at a recent American Hospital Association conference,





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PARKE-DAVIS

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...news

thinks that it is. Here's what the panelists say is happening in many parts of the country:

More and more people—many with complex ailments—are bypassing the doctor's office and coming to the hospital emergency room. Some have no regular doctor; others are apparently seeking free (or low-fee) service. Though many don't require emergency treatment, they insist that they do.

To complicate the situation, some doctors tell certain office patients: "Meet me at the hospital emergency room." They apparently prefer to give treatment

there because the hospital facilities are superior to those in their own offices.

capsules

At a Galveston (Tex.) hospital, **surgical instruments** thrown out with the soiled linen come back to haunt the department that tossed them away. An electronic detector scans the laundry. The first such scanning recovered \$123 worth of instruments . . .

Paradox: The number of active R.N.s in nursing increased substantially between January, 1958,



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Please send me 25¢.

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City. _____ Zone. _____ State. _____

Offer expires Dec. 31, 1961

...news

and January, 1960; but **A.N.A.** membership reportedly dropped in 1960 by 1.4 per cent . . .

Americans spend as much for recreation as they do for **medical care**, says the Health Insurance Institute. The amount: 6 cents for each per dollar spent . . .

An evaluation laboratory for the diagnosis of **radiation-caused** ailments has been added to the Naval Medical Center at Bethesda, Md. It's said to be the first of its kind anywhere . . .

Brain waves of identical twins are

more alike than those of unrelated persons, says a report to the Biophysical Society. This is said to suggest that neuroelectric activity is inherited and may contribute to the similar behavior patterns of closely related persons . . .

Top-level executives are *not* more likely to have a **heart attack** than their underlings. The rate for top executives is only 2 per 1,000 per year as compared to 4 per 1,000 for the lower-salaried group. The reason, says a report in the Journal A.M.A.: "Those at lower levels . . . may suffer . . . resentment and frustration." END

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Bibliography: 1. Lamphier, T.A.: Am. Surgeon 26:350-354 (May) 1960. 2. Wager, H.P., and Melosh, W.D.: West. J. Surg. 67:280-282 (Sept.-Oct.) 1959. 3. Turow, D.D.: Clin. Med. 6:791-796 (May) 1959. 4. Frazer, J.W.; Flowe, B.H., and Anlyan W.G.: J.A.M.A. 169:1047-1051 (March 7) 1959. 5. Stone, M.L.; Schlussel, S.; Silbermann, E., and Mersheimer, W.: Am. J. Surg. 97:191-194 (February) 1959. 6. Haycock, C.E.; Davis, W.A., and Morton, T.V.: Am. J. Surg. 97:75-78 (January) 1959. 7. Fabi, M.: Gazz. Med. Ital. 166:159-161 (April) 1957.

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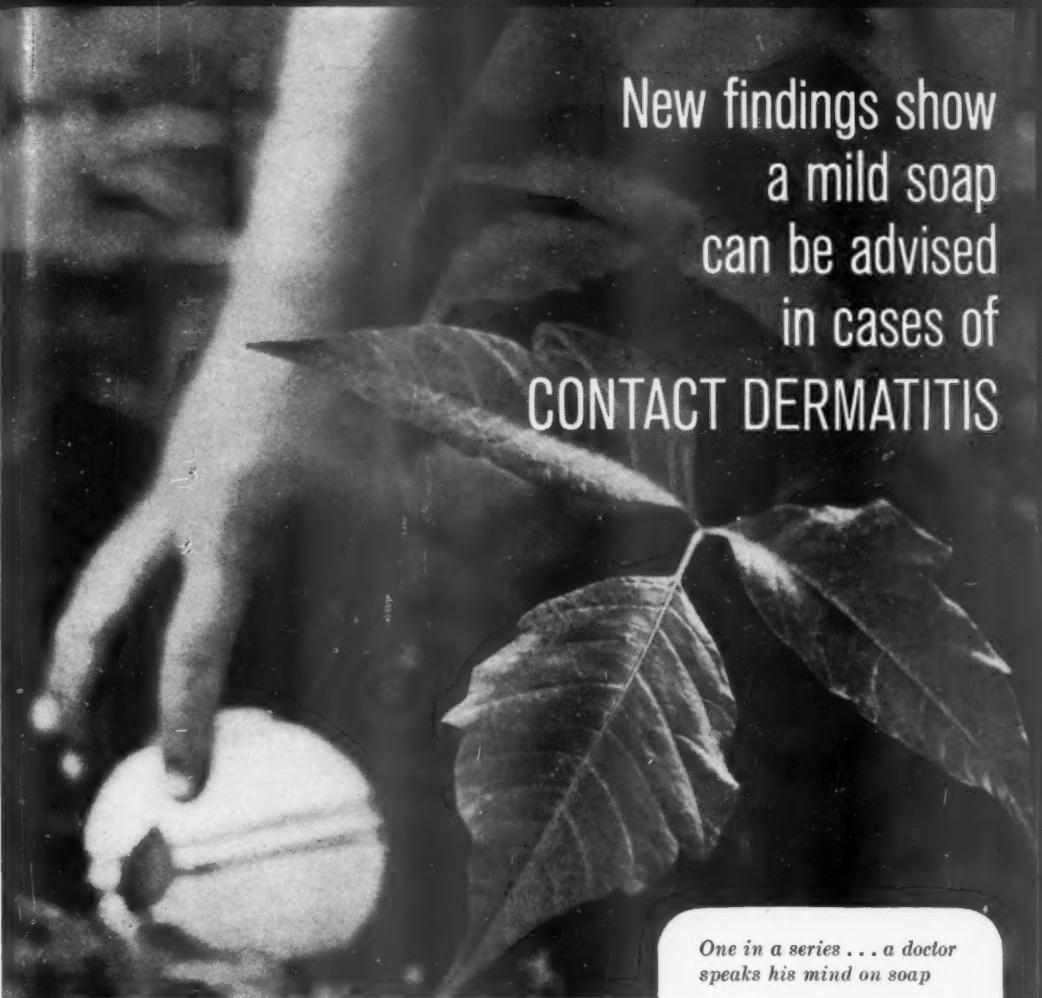
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Management of Patients with Eczematous Diseases,
J.A.M.A., 173:11, pp. 1196-1198, (July 16), 1960.

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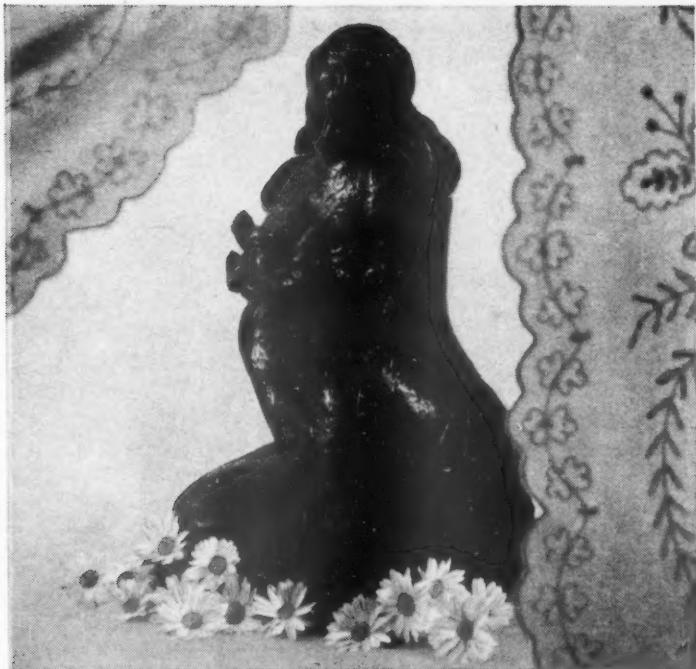
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1. The Composition of Milks, Publication 254, National Academy of Sciences and National Research Council, Revised 1953. 2. Brown, G.W.; Tuholksi, J.M.; Sauer, L.W.; Minsk, L.D., and Rosenstern, I.: J. Pediat. 56:391 (Mar.) 1960.



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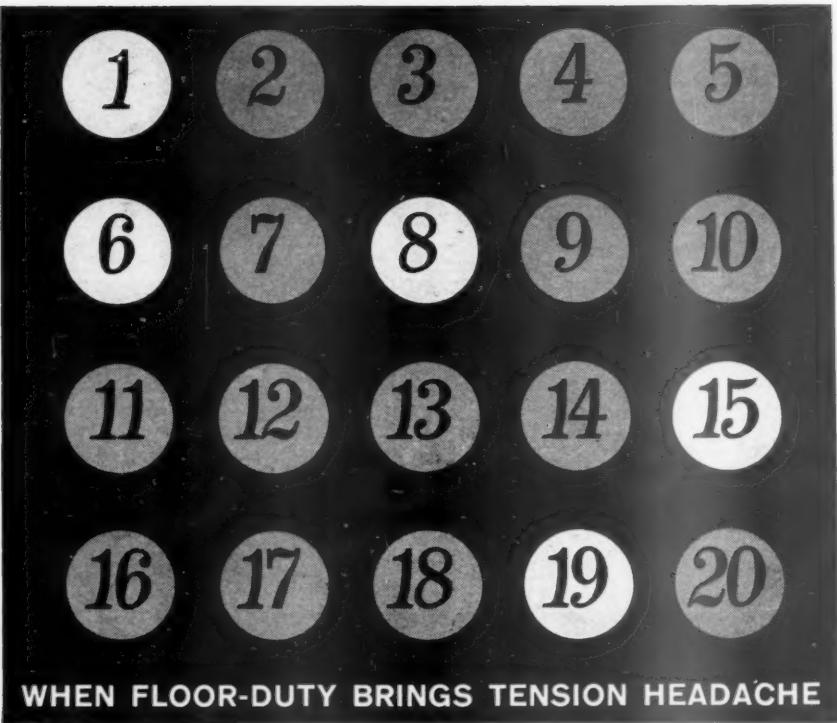
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1. Paul, W. D.: Rehabilitation in Rheumatoid Arthritis, South. M.J. 53:492, (April) 1960
2. Tebrock, H.H.: Ind. Med. & Surg. 20:480, 1951

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The N.L.N. convention —and you

A REPORT BY RN'S EDITORS

If the theories voiced and solutions suggested at the National League for Nursing biennial convention in Cleveland are translated into action, they will affect the professional life of all R.N.s—not just that of League members. Hence this editors'-eye-view commentary.

The convention theme was *Interaction*. In choosing this theme, and in asking non-nurses to join in discussing nursing's problems, League leaders abandoned the narrow concept that only *nurses* can understand and come to grips with nursing's number-one problem: how to

meet the nation's nursing needs.

The statement of purpose that the League's directors adopted and the delegates approved put this social awareness on the record. Everything the N.L.N. does, the statement says, should be "directly or indirectly related to the nursing needs of the people." And in every League activity, either the responsibility, or the planning and programing, or the human and financial resources should be provided by "more than one segment of the community."

While it's hard to forecast the

...The N.L.N. convention

precise effect nursing's emergence from its cocoon will have, we suspect the emergence could lead to substantial changes in (1) the caliber and orientation of new graduates who join the profession; (2) the status and responsibility of auxiliary personnel; and (3) the future course of professional nursing per se.

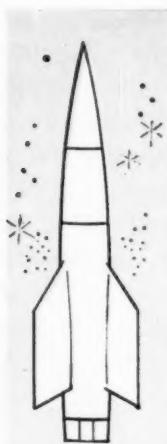
Let's look, then, at what was

postulated and proposed in these three areas.

► New graduates.

Hollace G. Roberts, regional director of the College Entrance Examination Board's Midwest office, predicted that in the future more high school students will go on to college to prepare for careers. But, he warned, nursing won't get its share of the

O₂ therapy is fun aboard this 'space ship'



It's "back to earth" for this small patient, here completing a "space flight" at St. Alexius Hospital in Bismarck, N.D. Her reward: the certificate she holds that proves she's an "Honorary Flight Nurse." The reward for her R.N.: a cooperative, happy patient.

During the flight, she steered her "space ship" with the wheel on the "control panel" that's laid across her bed. And, of course, she wore her oxygen mask and inhaled oxygen "just like real astronauts do."

Now Billijean Eckert, R.N., will take the "space equipment" to a boy who's scheduled for the next "flight." He'll wear the white astronaut's helmet shown at the center of the photo. When his O₂ therapy is completed, he'll receive a certificate as an "Honorary Pilot."

END

top students unless it steps up its interest in guidance, academic talent, and college education.

Albert T. Senft, guidance director at the Shaker Heights (Ohio) High School said that today's high school students are still interested in careers of service. But the facts of life lead them to demand an economically rewarding career.

John M. Danielson, administrator of Evanston Hospital, Evanston, Ill., recommended that hospital schools be regarded as educational institutions. The three-year graduate may not earn a degree, he said, but she should nevertheless be educated. He urged nurses to stop tearing down the hospital school

Continued on page 63



They're giving more than custodial care!

*For chronically ill patients, the nurses at this
California hospital are using a different approach*

BY PATRICIA D. HORGAN, R.N.

When nurses talk shop, they often discuss the latest medical treatments and nursing care of acutely ill patients. They seldom discuss the care of chronically ill patients. In fact, they ordinarily dismiss such care with the single word: "custodial."

Until nine years ago, this was so at a hospital in Los Angeles County, California, with the lyric name of Rancho Los Amigos (see box, page 39). Then in 1952, the county and the then-named National Found-

dation for Infantile Paralysis established a respirator and rehabilitation center at Rancho for post-acute poliomyelitis patients. To the center came doctors and nurses who had been trained in the philosophy and techniques of rehabilitation.

This was a turning point for Rancho. These rehab specialists challenged—and taught others to challenge—the assumption that about all one can do for the chronically ill is to give them custodial care.

I visited Rancho to find out

how these doctors and nurses are "spreading the gospel of rehabilitation" (as they describe their activity) among the hospital's 1,900 employes, and what the results have been. As I talked to them, I saw that their efforts are based on four working assumptions:

Assumption 1: Many chronically ill patients formerly considered as hopeless cases are salvageable.

Says Medical Director John E. Affeldt, M.D.: "We saw that it's possible through intensive rehabilitation to get severely disabled polio patients—those who can't breathe or swallow, who can't move their arms or legs—back home, or back on their jobs, or back to school. So we reasoned: Why shouldn't we be able to do as well with less severely disabled patients?

"We tried it, and it worked. Now we employ the techniques used for polio patients to salvage many who have rheumatoid arthritis, hemiplegia, spinal-cord injuries, chronic pulmonary



diseases, and other long-term disabilities."

Assumption 2: Many salvageable patients who otherwise would remain in the hospital can, through intensive care and a comprehensive plan for providing special services at home, be motivated to return to their homes and families.

Says Enid Bailey Callahan, P.H.N., home-care coordinator: "The paraplegic mother in a wheel chair at home is far happier—and much more useful to herself and others—than the paraplegic mother in a wheel chair in the hospital."

Assumption 3: Patients who

...More than custodial care

can't be rehabilitated can be helped to maintain or to improve their independent functions.

Dr. Affeldt: "We would be unrealistic if we tried to rehabilitate every patient. But we feel duty-bound to maintain and improve those functions a patient has on admission—for instance, feeding, bathing, toileting, and dressing. These sim-

ple acts help the patient to maintain his sense of dignity and worth."

Assumption 4: The R.N. can do much to assure the success of a rehabilitation program. But she must be allowed to be a participating, responsible member of the rehabilitation team.

Says Barbara Williams, R.N., assistant director of nursing service: "At some hospitals the nurse isn't included in the rehabilitation team. At others, she's on the team but her role is minor (you know—she keeps the patients clean, sees that they get out of bed three times daily, and so on). But here at Rancho our R.N.s function in a supervisory and teaching capacity. They coordinate all patient-care services, supervise skills the patients learn in other departments such as physical



TEACHING THE FAMILY is an important aspect of the nurse's role in Rancho's rehabilitation program. Ada Horner, R.N., tells a mother how to position her son in his wheel chair. Though he's severely disabled by polio and requires respirator aid, he now lives at home.

What is Rancho Los Amigos?

Answer: *A vast (2,100 beds), sprawling (200 acres) hospital operated by the County of Los Angeles. It provides care for the post-acute and chronically ill, thus freeing beds in the general hospitals for care of the acutely ill. Among its patients are 1,400 who receive convalescent care with emphasis on preserving those functions the patient had on admission (the ability to dress, bathe, etc.). Also, 300 patients with a potential for functional recovery (post-polio, arthritics, etc.) are on programs of physical rehabilitation to prevent, or salvage them from, a custodial existence in the hospital. Some 200 patients are on home care.*

therapy, and carry out activities specific to nursing such as training patients in bowel and bladder control." Adds Geraldine Skinner, R.N., the director of nursing service: "We have the medical administration to thank for our role. Since the rehab program started, the doctors have insisted that nurses be included in the planning. Our nurses see to it that each patient's program follows a schedule and that he stays on it. They also make sure that his program continues throughout the week.

"You see, our patients follow

schedules that are comparable to an average work week. Without the nurses to cement all these activities into an integrated whole, the hospital's program would fall apart."

At this point I commented: "I can see that those of you who've had rehab training and experience are enthusiastic about salvaging the chronically ill through an intensive rehab program. But what about those who don't have this background? How do you manage to infect them with your enthusiasm?"

"Through education," Miss

...More than custodial care

SHARING IDEAS helps Rancho's nurses to improve patient-care. At this R.N.-meeting—a part of the in-service education program—Director of Nursing Geraldine Skinner (rear center, in front of blackboard) is on tap to guide staff members as they confer in small groups.



COOPERATIVE PLANNING among nurses, physical therapists, and occupational therapists makes for a smooth-running schedule of patient-activities. Rancho's nurses are responsible for seeing to it that each patient's schedule (see board) is followed as planned.



Skinner answered readily. "For one thing, we have in-service instruction for L.V.N.s, ward clerks, and attendants, as well as for R.N.s."

She showed me a month's schedule of classes. "Next week," she pointed out, "we're offering instruction to attendants on how to teach self-care to patients. We know that the concept of self-care—one of the basic concepts of rehabilitation—is sometimes difficult for at-

tendants to accept. They're used to 'doing for' the patient. But 'doing for' helps to 'cripple' the patient because it weakens his motivation. We teach them to teach the patient to do a great deal for himself—for example, make his own bed and get in and out of his wheel chair on his own.

"We also send selected staff members to two-week rehabilitation workshops that are conducted here at Rancho. We de-

...More than custodial care

pend on these people to spread the rehabilitation concept to every area of the hospital."

Miss Skinner then suggested we visit the geriatric units to see

just what, as she expressed it, "nurses can do on their own to motivate these patients." I was impressed with their accomplishments (see pages 44-45).

As we toured this unit and the intensive-treatment areas, I saw staff members at every level working at tasks appropriate to the training and ability of each. For example: In one room, an attendant helped a patient through range-of-motion exercises. In another, an L.V.N. cared for a patient in a tank respirator. In a third, an R.N. taught a mother and father how to put braces on their child's legs.

I commented enthusiastically to Miss Williams: "I sense a permissive climate here that inspires your staff. Am I right?"

"You surely are!" she answered, pleased. "We don't stand over our people and say, 'Do this. Do that.' We give them the best instruction we can, then encourage them to go ahead on their own, each at his proper level. We welcome their suggestions for improvements. These things create a working climate in which staff members take a personal interest in promoting the rehab program.



ENCOURAGING SELF-HELP is another of the Rancho R.N.s' responsibilities. The nurse knows when not to help this paraplegic patient so the patient will in time be able to transfer herself from wheel chair to bed without the attendant's aid.



GETTING AROUND RANCHO would be impossible for some patients without this tram. With its help, many of the chair-bound and others go to chapel, the movies, parties, clinics, and distant treatment areas.

Their interest, in turn, influences our patients to do their best."

Miss Williams paused reflectively. "I'm sure much more could be done in many hospitals to rehabilitate the chronically ill than is being done at present. Three things are required: (1) The administration must decide that rehabilitation is possible; (2) nurses must be encouraged to use their knowledge and skills in this area; (3) they must be allowed to try new ideas and techniques."

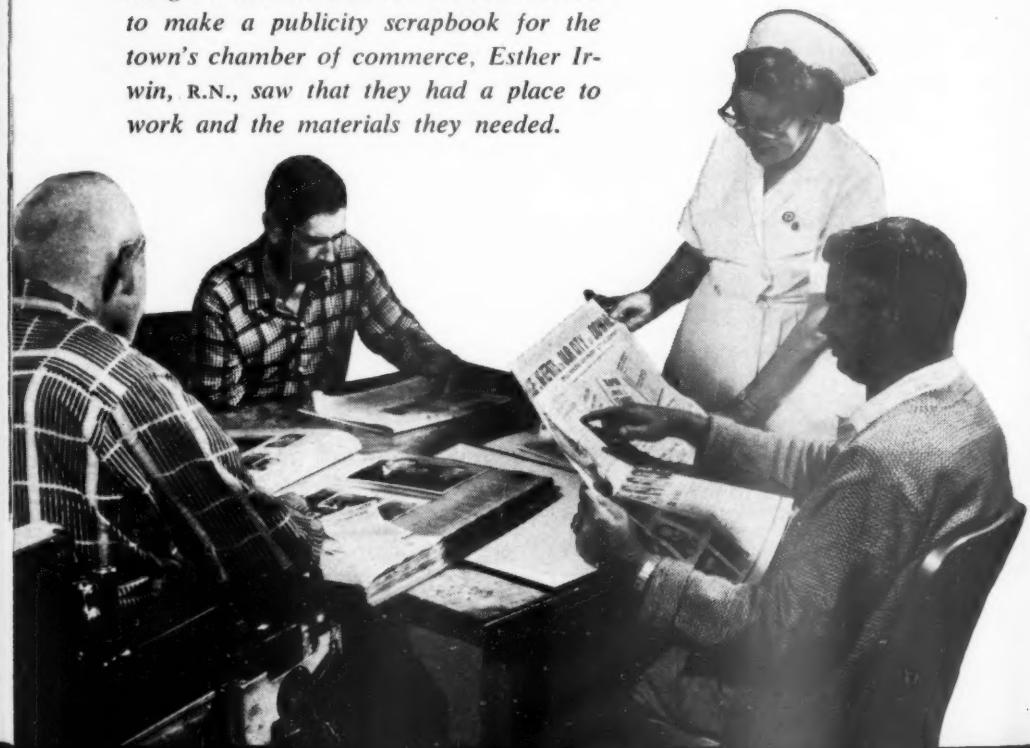
Before I left Rancho Los Amigos, Dr. Affeldt added this comment: "As the population increases, the number of chronically ill patients increases, too. What's to be done with them? Simply add more and more beds, indefinitely? We at Rancho Los Amigos think rehabilitation is a better answer. We believe our experience has shown that many of these patients can be motivated and improved to a level where they can be discharged." *More ►*



What Rancho's nurses

IMPROVE BODILY FUNCTIONS when possible, or maintain functions the patient had on admission. Here in an improvised gym in the geriatric unit, nurse and attendant help a hemiplegic patient practice walking.

ENCOURAGE INTEREST in other people and things. When these three men volunteered to make a publicity scrapbook for the town's chamber of commerce, Esther Irwin, R.N., saw that they had a place to work and the materials they needed.



...More than custodial care

do for their chronically ill patients



START ACTIVITIES, such as this reading group, that keep patients mentally alert. Since Hallena Hall, R.N. (center), organized this activity, attendance has been good. Patients look forward to each week's meeting.

TREAT EACH PATIENT as a person. The orchid this woman wears was given to her by the nursing staff on her 88th birthday. Here, Ruth Kirsch, R.N., takes time out to help with a tricky seam. END



Where in the ward do you

BY HEDLEY G. DIMOCK

In pediatrics, you watch this scene: A small boy and his parents enter the ward. Before long his parents say good-by. The new little patient takes a deep breath. He looks intently at the other boys in this frightening place. They've been watching him but haven't said a word.

Now he studies the ropes holding up one boy's hurt leg. He's trying to figure out that crazy arrangement when a boy by the window calls to him: "Got any comic books to trade?"

He smiles with relief. In a child's world, that question is equal to a handshake.

During the rest of his stay, how will your small patient re-

act to all the new people, the strange routines, and experiences of hospital life? How will he behave? The answers may very well hinge on his relationships with other youngsters in the room.

As the nurse knows, children can't adjust in a vacuum. They need the companionship of other children about their own age. They need play—especially group play—to fill their emotional and social needs. Play helps make their hospital experience as normal as possible.

The child who's one of a group feels a part of what's going on. He's accepted and feels secure. As a rule, he makes a much better adjustment than

THE AUTHOR is former Director of the Department of Group Guidance, Montreal (Quebec) Children's Hospital. This article is abstracted from his new book, "The Child in Hospital," published in the U.S. by F. A. Davis Company, Publishers, Philadelphia, Pa., and used with the permission of The Macmillan Company of Canada Limited.

place that new child?



the child who doesn't feel that he's accepted.

But how can you, the nurse, influence this acceptance?

Quite often you can arrange the bed grouping. By this means you can control the group and

through it a great deal of the child's behavior. By being aware of the effects of bed grouping, you can make each youngster's hospital stay easier for him—and for you.

How do you arrange bed

...Placing a new child

groups to contribute the most to each child's stay?

If you have a choice, you group youngsters according to these principles, in order: (1) medical necessity; (2) patients' social needs; (3) convenience of the staff.

Of course, grouping is more important for your long-term patients than for your short-term ones. But even a short-term patient often will benefit from your careful choice of where to place him.

For instance, if you place a slightly ill child next to one who's seriously ill, his parents may ask you to move the youngster, making more work for you and causing the child to readjust to a new situation.

Sometimes the short-term child rebels against needles, or objects loudly to taking medicine. You can help solve *that* problem by placing his bed so he sees other children getting the same treatment.

For youngsters in for long stays—especially for those in wards where the turnover is less than 20 per cent—proper bed grouping increases in importance. For instance, bedfast cardiacs are limited to the com-

panionship of children within speaking and seeing distance. So you'll want to group such children with special care.

For ambulatory patients, an easy way of forming congenial groups is this: Let each child choose his own group. Children are used to forming play groups by themselves. Over a period of time the child will tie in with the group he finds most satisfying. One disadvantage: Some youngsters will go from group to group before they find one that pleases them.

Another method: Ask each child whom he'd like to be near. Then arrange the bed groups accordingly. It's believed children tend to choose those who are most able to meet their needs. This system will take more of your time and some skill to carry out, but it may save you headaches.

A third way is to form groups according to interests, abilities, or perhaps grades in school. Such a grouping, suitable for older children, would include only those whose illness allowed them to take part in the same types of activities. For example, one group might include the cardiac children, an-

other the orthopedic children.

Some hospitals group children according to age, sex, and type of illness. These groupings are apt to be unnatural to a

child; for most boys and girls are used to playing in mixed groups with children of different ages.

Whatever system you use,

Thinking of trying a dihydroxyacetone suntan?

By Leon Goldman, M.D.

How much do we know about the new liquid cosmetics that cause the skin to turn brown, giving it a sun-tanned look?

The staining ingredient is dihydroxyacetone, a natural body chemical that's more rapidly metabolized than glucose. It is thought to produce color by reacting with amino acids in the skin's keratin.

Dihydroxyacetone is held superficially in the skin, hair, and nails. Its coloring effect is temporary. People vary in the shade of tan it gives them.

There are some drawbacks: (1) The tan itself does *not* protect against sunburn (sun screens are added in some of these products). (2) It doesn't cover scars well. (3) It makes warts stand out (more color is developed in them). (4) Repeated application of the cosmetic may cause dryness and scaling. (5) Ingredients other than the dihydroxyacetone (for instance, perfume and vitamins) may be absorbed and cause eczematous dermatitis.

So far as we can determine, dihydroxyacetone itself is nontoxic, although occasionally there may be temporary elevations of blood sugar after extensive use of high concentrations. More study is needed.

END

THE AUTHOR is dermatologist at the University of Cincinnati.

...Placing a new child

try to avoid placing children (or adolescents) with adults. Children have such different emotional and social needs that sick adults usually exert a depressing influence on them.

Of course, the policy of your hospital may be such that you, personally, will have nothing to say about the bed grouping of your pediatric patients. Even so, you *can* help the new child adjust to the group to which he has been assigned.

If he's able to be moved, take him on a tour and introduce him to the other children. Perhaps in the evening (that long and lonely time for most young patients), you can lead the youngsters in a few group

games. (You'll find they probably know "I Spy" or "Button, Button.") Or, lead them in singing, in which all can take part. Both these activities will raise the group's spirit, help the group to accept the new child, help the new child to feel he's a part of the group.

From the time that new little boy is admitted, to the moment he's discharged, he's a sponge that soaks up every action, reaction, and event. He'll remember them throughout his illness, and some of them throughout his life. If he has to enter a hospital again in the future, he may be such a good patient that he'll bring pleasure to some lucky R.N.—thanks to you! END

D*isplaced person*

The dietitian phoned to tell me that an employe from the diet kitchen was on his way for a physical. Just as the man arrived, the doctor called to say he'd be delayed. I rang back the dietitian. "Do you want Joe back in the interim?" I asked.

"Why in the interim?" she snapped. "He doesn't work *there*. I told you, he works in the diet kitchen."

—JOAN JOHNSON, R.N.

For each previously unpublished anecdote accepted, RN will pay \$15 to \$25. Address: Anecdotes, RN, Oradell, N.J.

Drugs for diabetes treatment

BY MORTON J. RODMAN, PH.D.

THIS ARTICLE is the second of three on diabetes and its control. The first (May, 1961) gave adult-diabetic care. The third will report on care of the child-diabetic.

* * *

Diabetes is the nation's most common body-chemistry disorder. Nearly 2,000,000 Americans are known to suffer from it. At least 1,000,000 more are thought to have the disease.

The early detection and treatment of diabetic patients is an important public health goal. Untreated diabetes can lead to ketosis and coma. Long-range complications may result. For instance, severe damage to blood vessels may occur. Atherosclerotic changes in the brain and coronary vessels make the person



with diabetes twice as susceptible to strokes and heart attacks as other people. Diabetes-induced hardening of the kidneys' capillaries may result in fatal renal disease. And in older diabetics, vascular changes in the eyes are sometimes the cause of blindness.

Fortunately, early detection and treatment greatly improve the diabetic's chance for a long and normal life. The doctor attacks this disease with dietary management, weight reduction (if the patient is obese), and regulation of the life situation. He may give insulin in both its old and new forms, or one of the new oral preparations.

Before we consider how drug therapy helps control diabetes, let's review what happens when

...Drugs for diabetes

the diabetic's body chemistry becomes unbalanced.

Normally, the beta cells of the pancreas secrete enough insulin to meet the body's need.

The diabetes drugs

Each entry on this list starts with the official or generic name of the drug, followed in parentheses by its trade name(s) and/or synonym(s).

Insulin products

- Globulin zinc insulin, U.S.P. (Globulin Insulin with Zinc)
- Insulin injection, U.S.P. (Insulin Hydrochloride)
- Insulin zinc suspension, U.S.P. (Regular Iletin, Regular Insulin)
- Isophane insulin suspension, U.S.P. (NPH Iletin, NPH Insulin)
- Lente insulin, N.N.D. (Lente Iletin, also physically modified as Semilente Iletin and Ultralente Iletin)
- Protamine zinc insulin suspension, U.S.P. (Protamine, Zinc, and Iletin; Protamine Zinc Insulin)
- Zinc insulin crystals, N.N.D. (Insulin made from Zinc Insulin Crystals)

Synthetic hypoglycemic agents

- Carbutamide (BZ-55)
- Chlorpropamide, N.N.D. (Diabinese)
- Metahexamide (Euglycin)
- Phenformin HCl, N.N.D. (DBI)
- Tolbutamide, U.S.P. (Orinase)

Hyperglycemic agent

- Glucagon HCl, crystalline (Gulcagon)

This hormone has at least two major roles: (1) It helps glucose (blood sugar) to get through the outer membrane of muscle cells and thus provide energy; (2) it prompts the liver to store excess glucose as glycogen.

But suppose the pancreas doesn't secrete enough insulin. Then the blood's sugar level goes up. When it goes high enough, the excess spills over into the urine. In the process, the sugar molecules carry with them large quantities of water and alkaline salts. If the diabetes is more than mild, the patient suffers excessive hunger and thirst. He becomes weak. His urine shows a heavy flood of sugar. If these signs are allowed to go unheeded, the patient becomes dehydrated and acidotic.

Other factors add to the acidosis. Proteins break down to acid substances that use up the body's supply of base. The fats form acetone and other organic compounds that aren't properly metabolized. These may give the patient's breath a characteristic odor. Such compounds use up the body's alkaline reserve, giving rise to ketosis. If they pile up

to a critical level, the patient goes into coma.

Today diabetic coma—once almost always fatal—can usually be overcome by the prompt administration of insulin obtained from animals. When this is injected (I.M. or I.V.), the blood-sugar level begins to fall rapidly.

As the nurse knows, treatment must be regulated carefully. Otherwise blood sugar can fall too low, causing dangerous hypoglycemia. The doctor regulates fluid and electrolyte balance precisely. (Infection, gastric dilatation, and other problems require careful management.) To the nurse may go the task of keeping tabs on the urinary levels of sugar and acetone. She observes the patient carefully and records fluid intake and output.

Insulin is, of course, the key-stone to all diabetes treatment. It is an absolute necessity in diabetic ketosis and coma. But it has two disadvantages in the routine management of diabetes: It must be given by injection (sometimes several times daily), and the danger of overdosage is always present. So chemists have long searched for synthetic oral substitutes without drawbacks.

This search bore fruit several years ago when tolbutamide (Orinase) was first produced. Now there are five synthetic hypoglycemic agents (see drug list, page 52).

Tolbutamide has several advantages over insulin with certain patients. It is given orally and it rarely causes the blood-sugar level to drop dangerously low. This built-in brake on its action provides smoother, steadier control than does insulin. It's especially useful for treating patients who are allergic either to insulin or to the proteins to which the insulin is bound.

Tolbutamide is relatively slow in its action, so it's not indicated in diabetes emergencies. But once a patient is stabilized, it can keep his diabetes under control for long periods. A close chemical relative called chlorpropamide (Diabines) is noted for its long action. In some patients, this permits smaller and less frequent doses than would otherwise be necessary.

Tolbutamide and chlorpropa-

THE AUTHOR is professor of Pharmacology at the College of Pharmacy, Rutgers University, Newark, N.J., and a consultant to the U.S. Public Health Service and other agencies.

...Drugs for diabetes

mide are members of a chemical family called the sulfonylureas. These drugs act by stimulating the diabetic patient's sluggish pancreas to produce more insulin.

Because of this action, they're ineffective for children and for older patients whose disease began in childhood ("juvenile" or "growth onset" diabetes). These patients usually have so little functional pancreatic tissue that it's impossible for the pancreas to respond adequately to the drugs.

Phenformin (DBI), a synthetic with a different action, is claimed useful for unstable patients—particularly those with "brittle" diabetes. These often respond irregularly to insulin dosage. Phenformin, it's said, smooths out their response. Some of these patients do even better when phenformin is combined with a second synthetic—tolbutamide, for example, is a frequent choice.

Like insulin, the new chemicals require careful administration. For example, chlorpropamide has caused jaundice and severe skin reactions; and over dosage has led to prolonged hypoglycemia.

For those patients who require insulin, scientists have developed a variety of long-acting forms—for instance, the globin, isophane (NPH), and lente modifications. These are absorbed slowly and thus exert a delayed action. After the doctor has made whatever dosage adjustments are necessary, he can often achieve smooth control with a single daily injection.

Though these products are a great improvement over early insulin extracts, they still may cause hypoglycemic reaction (insulin shock). In fact, ill effects may come on more insidiously and last longer than those caused by quick-acting insulin. Sometimes this happens at night when the sleeping patient is unaware of his symptoms.

Most patients soon learn to recognize the warning signs of insulin overdosage, such as trembling, sweating, and weakness. They carry candy or other quick-acting carbohydrates with them. When they feel the first symptoms, they eat a specified amount of the candy, repeating this as needed to head off the reaction.

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But suppose the reaction comes on so quickly that the patient lapses into coma before he can counteract it. (This happens most often in chil- dren.) Then it's up to others to help the patient—and fast. For prolonged hypoglycemic shock may leave the patient with permanent brain damage and

Some facts on blowing your top

BY JOHN WINSLOW



As a nurse, you try to keep a cucumber-cool disposition. But isn't it normal at times to feel as mad as the proverbial wet hen?

Those who've studied the anatomy of anger say yes. They don't advise you to blow your top every time you get piqued; but they do shed new light on that old tyrant Temper. They've found that:

¶ Women lose their tempers three times a week, on the average; men, twice that often.

¶ Women are most likely to be provoked by people; men, by things (a car that won't start, for example).

¶ Tempers flare oftenest just before mealtimes.

¶ Professional people come to a boil more slowly than any other occupational group.

¶ You can't tell whether or not a person is angry simply by watching his face. An angry person may look as if he's puzzled, amazed—or even pleased.

All very interesting, you say; but what's a nurse to do when she's close to the boiling point?

One practical remedy, says John E. Gibson, writing in Today's Health, is to take a brisk walk.

Of course, if you're on duty you can't do *that*. But, says Gibson, you can do *this*: Buttonhole a friend you can confide in and pour out the details.

END

...Drugs for diabetes

consequent mental deterioration.

To combat a severe reaction, the doctor injects a large volume of concentrated dextrose solution intravenously. This promptly revives the patient in most cases. The main danger: A doctor (and equipment) may not readily be available.

(Incidentally, the nurse who has had experience with diabetic patients recognizes that an unconscious person, or one who seems at first glance to be "dead drunk," may actually be suffering an insulin reaction. So she makes a practice of always checking such a patient carefully to see if he's carrying a card, or wearing a tag or bracelet, that identifies him as a diabetic.)

A pancreatic hormone called glucagon is now on the market that may prove lifesaving in this situation. Injected under the skin or into a muscle, it stimulates production of glucose by the liver. Members of a patient's family may be trained to administer it. Sometimes a single injection will wake the patient within five minutes, thus helping to avoid the danger of brain damage. (The family tells the physician about the episode so he can

readjust the patient's insulin dose to a safer level.)

Glucagon may also prove helpful for some patients with severe "brittle" diabetes—a child, for instance. Keeping the child's dosage in proper relation to his requirements is difficult. A dose that's right on one day may turn out to be far too much on the next.

Glucagon seems to help smooth out the peaks and valleys (hypoglycemia and rebound hyperglycemia) that occur while these patients are undergoing dosage regulation. It also seems less likely to upset diabetic control than does the administration of glucose.

* * *

Obviously, the new hypoglycemic agents and the improved insulin products are not a cure for diabetes. Just keeping the disease under control requires expert management and intelligent cooperation by the patient.

But it's plain that a diagnosis of diabetes doesn't have the dread implication today that it once had. The new drugs are splendid aids to the medical profession in the control of this difficult condition. END

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an RN refresher

How to keep up with new medicines

By Mabelclaire Norman, R.N.

Because of rapid advances and constant changes in drug therapy, the modern nurse often has to dispense medications that are unfamiliar to her. This is a potential cause of serious errors—even danger to the patient's life.

You can avoid this hazard on *your* ward by following the pointers given here. Some of them require action by persons above you in the hospital hierarchy. So you'll first want to take up the matter with them. Then other R.N.s can be brought in on the planning—and you'll be ready to move ahead.

Here are the pointers to observe:

► First, help to make the latest drug information readily available to every nurse on the ward.

This means (1) posting new-drug descriptions on your bulletin board; (2) keeping copies of recent reference books at or near the nurses' station; (3) maintaining a card file of new drugs.

The accompanying list (see page 62) names seven reference books you'll find useful. The sample card on page 58 shows how to record the information you'll need to know about each

...New medicines

Dexamyl Tablets

(See also cards for Dexamyl Elixir and Dexamyl Spansule Capsules)

Composition: Each tablet contains:

Dextro-amphetamine sulfate	5 mg.
Amobarbital	32 mg. (gr. 1/2)

Action: Antidepressant action of dextro-amphetamine and calming action of amobarbital act together to ameliorate mood. Drug relieves inner nervous tension, restores emotional stability and capacity for physical and mental effort.

Uses: For minor emotional disturbances and neuroses, and for severe psychoneurotic states. Useful in treatment of overweight, especially in tense and nervous patients.

Administration: Orally.

Dosage: 1 tablet 2-3x daily. In weight reduction, 1-2 tablets 30-60 minutes before each meal.

Contraindications: Generally the same as for sympathomimetic compounds and barbiturates.

A NEW-DRUG DESCRIPTION CARD such as this gives information your nurses need about each unfamiliar drug. Cards may be made up from time to time and kept for handy reference at the nurses' station.

drug. (In cases where a drug is so recent that it isn't listed in your references, the pharmacy may be able to provide the information.)

► Second, increase your knowledge of new medicines at every opportunity.

To stimulate staff discussion

of new drugs, have an occasional drug exhibit as a ward project. Each exhibit can be displayed and explained at an in-service meeting.

Also, when a drug is to be given by a new method, request instruction from a supervisor or a doctor. Small groups can be

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For a complimentary pair of white shoelaces, folder showing all the smart Clinic styles, and list of stores selling them, write:

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Many physicians already recommend the use of Dial to their patients. Now this new evidence points up even more sharply the benefits of Dial for hospitalized patients and hospital personnel.

Dial is available in guest sizes for hospitals. Ask your hospital purchasing agent to write our laboratory at the address below for information and free samples.



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Soap staph problem



In vitro tests demonstrate Dial's extraordinary effectiveness

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...New medicines

taught the technique at an in-service meeting.

► Third, review regularly what you already know about medications.

Keep a list of the drugs you're giving daily. Look up in the ward library those you want to review.

If you have trouble converting from the apothecaries' to the metric system (or vice versa), post a conversion chart,* and practice with it a few minutes each day.

* See "How to Handle Measurement Systems," RN, July, 1959.

Reference books on drugs

- (1) *Physicians' Desk Reference, with Quarterly Supplement;* (2) *Epitome of U.S. Pharmacopeia and National Formulary (American Medical Association);* (3) *Modern Drug Encyclopedia, with Quarterly Supplement;* (4) *National Formulary (American Pharmaceutical Association);* (5) *New and Non-Official Drugs (American Medical Association);* (6) *Pharmacopeia of the U.S. of America (U.S. Pharmacopeial Convention);* (7) *Yearbook of Drug Therapy.*

END



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You and the N.L.N. convention

Continued from page 35

concept and work to strengthen the three-year curriculum so as to deliver the kind of nurses the community needs.

Ruth Sleeper, director of nursing at Massachusetts General Hospital, Boston, said that the diploma schools have recently received less attention from nursing's leaders than their number and importance

warrant. (Last year they produced 83.6 per cent of all nurses graduated.) The time has come, she added, for diploma schools of nursing to decide the direction they will take for the next twenty years. "We cannot afford the luxury of delay, the extravagance of hesitation," she warned.

► Use of auxiliary personnel.

All who work in the health field, said Keynote Speaker Boisfeuillet Jones, special assistant to the Secretary of Health, Education, and Welfare, need to examine their

The medicated skin treatment preferred by nurses in over 4000 hospitals

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In hospitals all over America, thousands of nurses like yourself use Dermassage routinely on their patients for all-over skin care. They know that this creamy-white emollient body rub helps significantly in preventing bed sores, sheet burn and irritating dry skin itch—helps keep the patient's skin soft, cool and comfortable.

And they've discovered, too, that what's good for the patient, is good for themselves. Nurses particularly enjoy a Dermassage "after-duty" massage for tired, burning feet; for sore, aching muscles, and for use after the bath. Try Dermassage for your own all-over skin care!

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...The N.L.N. convention

"time-honored and, perhaps, anachronistic" procedures and "weed out or modify" those that don't serve a useful purpose. "It is imperative that we make the most effective possible use of the facilities and personnel we now have."

Taking this as a cue, League members recognized their responsibility for developing the full potential of the practical nurse as a nursing-team member. They agreed that compiling lists of what tasks the P.N. may and may not do is not the solution. They then approved the formation of a new Department of Practical Nursing Programs, to be included in the League's Division of Nursing Education. As its first task, the new department will look into the question

of whether or not education programs for P.N.s should include instruction in the use of medications and in psychiatric nursing practice.

► *Meeting nursing's future challenges.*

James P. Dixon, M.D., president of Antioch College, predicted that the nurse of the future will be "a representative of a professional discipline at the planning table" when community health services are under discussion. He urged nurses to prepare for this responsibility by keeping up with contemporary affairs and by initiating innovations in nursing services.

Several nurse-speakers responded to this suggestion. Mildred E. Newton, director of Ohio State University's School of Nursing, said that as Progressive Patient Care gains momentum in the nation's hospitals, "some cherished nursing ideas" may be sacrificed—for instance, the concept that the same nurse should care for a patient from admission to discharge. She also predicted that as the geriatric patient caseload increases all nurses will need to become acquainted with services such as homemakers, "meals-

Memo found in a patient's chart

My scribbled scrawl,
dear Doctor,
Is much like yours,
but worse;

I should have been an M.D.,
Instead of, sir, a nurse.

—JOYCE PORTER, R.N.

Announcing the 1961



*for original articles
written by registered nurses*

\$150 for the one article adjudged the best of those submitted

up to **\$100** for all other articles found acceptable for publication

You may write on *any* subject—preferably from your *own experience*—that you feel other nurses would like to read about. Looking through past issues of *RN* will help you get ideas. Examples of such ideas:

- ¶ How you (or a nurse you know) have successfully coped with a personal problem related, for example, to your pay or your professional advancement or your working conditions;
- ¶ A nursing technique or method you've learned that other nurses would find helpful;
- ¶ Some unusual and worthwhile step your local (or other) nurses' group has taken to help the nursing profession;
- ¶ An experience with a patient that inspired you or taught you something;
- ¶ What it's like to work in a particular nursing specialty or to nurse in an unusual situation.

Your article will have the best chance of winning an Award (a) if it's chock-full of *specific examples, cases, anecdotes, and experiences*; (b) if it refrains from preaching or lecturing to the reader; (c) if it's written conversationally and simply yet colorfully; (d) if it keeps within 1,500 words.

* * *

Entries must be postmarked no later than September 30, 1961, and addressed to Awards Editor, *RN*, Oradell, N.J. Manuscripts should be typed, double-spaced, on one side of the paper, and accompanied by a self-addressed, stamped envelope.

All manuscripts will be acknowledged, but those rejected may or may not be returned until after the close of the contest. *RN*'s editors will be the judges; their decisions will be final.

Seven steps to controlling pressure sores



-  Provide good nutrition
-  Minimize or prevent pressure on the potential or actual area concerned
-  Turn the patient regularly
-  Keep the skin clean and dry
-  Keep the sore as dry as possible
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Would you like more detailed information on treating or preventing pressure sores? If so, please write:

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...The N.L.N. convention

on-wheels," and senior citizens' centers.

Faye G. Abdellah, senior consultant for Nursing Research, Division of Nursing of the U.S. Public Health Service, called on nurses to face up to the responsibility of making "nursing diagnoses," i.e., determining the nature and extent of the nursing problems presented by patients and their families. By this means, she pointed out, nurses can move toward a concept of care based on the patient's needs rather than on a "ritualistic pattern."

* * *

The next decade will be crucial for nurses and nursing. Certainly the public, which has the right to demand proper health care, will be putting increasing pressure on nurses to provide the kind of care it wants. Recognizing this, the League at its 1961 convention wisely invited the public to share its heavy responsibilities. The public showed itself willing to help. It's now up to nurses everywhere to accept or reject the proffered hand.

We think nurses will accept, and thus turn community interaction from a convention theme into a solid reality. END



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...neutralizes and adsorbs excess acid...protectively coats the gastric mucosa with two, long-lasting demulcent gels
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For internal menstrual control

The principle of internal menstrual control is now accepted by the medical profession.¹ With modern, effective Tassette there is no odor, no leakage or staining as with tampons, and the chafing, irritation and infection encountered with napkins does not occur. Tassette yields readily to all body movements and is worn by all ages with complete freedom, security and comfort.

Tassette is made of soft, pliable rubber and fits well below the cervix at the introitus, sealing off and catching the flow completely. It is easily folded, inserted or removed, and no pins or belts are required. Tassette can be inserted prior to menses, thus avoiding any embarrassment caused by the appearance of flow while at work or under other circumstances.

Tassette is also used by gynecologists as an adjunct in the treatment of vaginal and cervical disorders to insure the retention and availability of medication.² There is no loss from leakage, and the cervical and vaginal mucosa are continually bathed with the medication, thereby assuring maximum effectiveness. Tassette is also useful for collection of vaginal secretions in diagnostic procedures.³ A modification of Tassette is used in the management of vesicovaginal fistula.⁴

1. Liswood, R., *Obst. & Gynec.*, May, 1959
2. Karnaky, K. J., *Tri-State Med. J.*, June, 1960
3. Schaefer, George, *Clin. Obst. & Gynec.*, June, 1959
4. Burrus, Swan, Jr., *Am. J. Obst. & Gynec.*, Aug., 1960

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WHAT'S NEW IN

Drugs

Claims made here for new drug products are claims made by the manufacturers of those products and reported in this column as a service to readers. RN itself makes no product claims. For complete information on indications, dosage, side effects, etc., see the manufacturer's directions for each product.

For vascular headache relief: Midrin, a triple-ingredient combination, has helped relieve migraine and tension-type headache. In many cases, it has also prevented the nausea and vomiting that may accompany migraine. Few side effects are reported.

These are the drug's ingredients and their pain-relieving actions: isometheptene mucate, tightens dilated brain blood vessels, relieves throbbing; dichloralphenazone, quiets emotional upset and reaction to pain; acetaminophen, deadens pain perception.

Potent new diuretic: Long-lasting action and low toxicity are the main advantages of methylchlorthiazide (*Enduron*), the latest oral

drug in a line of potent thiadiazine-type diuretics.

Given alone or in combination, a single low dose has kept heart-failure and cirrhosis patients edema-free for twenty-four hours. The drug has also helped lower blood pressure. To counteract possible excessive loss of potassium, a potassium supplement or fruit juices may be given with it.

Anti-inflammatory agent: A powerful new drug called oxyphenbutazone (*Tandearil*) has proved valuable for treating severe arthritis and other joint diseases. It has also relieved pain and reduced inflammation in thrombo-phlebitis.

Drugs of this class have caused serious side effects—for instance, agranulocytosis, peptic ulcer, allergy, and cardiac decompensation. So doctors avoid using oxyphenbutazone for trivial complaints. They keep close watch for early signs of reaction. Nurses, too, check for signs such as weight gain, sore throat, skin rash, and tarry stool.

Allergy relief: Most recent of the antihistamines for relief of skin and respiratory-tract symptoms in allergy is dimethpyrindene (*Forhistal*). In one study, it stopped itching and eye-and-nose discomfort in nine of ten patients without producing drowsiness.

—MORTON J. RODMAN, PH.D.

Easily Accessible ANTACID



*for people who must
stay at their job*

Patients who work or are away from home will welcome the easy access and prompt action of BiSoDoL Mints. Easy to carry in purse or pocket. Pleasant to chew. BiSoDoL Mints give prompt relief from gastro-intestinal distress, soothe irritated stomach membranes and exert prolonged neutralization of excess acid. Devoid of side effects. No constipation, no acid rebound, no alkalosis. A most convenient yet effective non-systemic antacid.

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How long can baby food be stored safely, after it's opened?

• Perhaps you have been asked this question by mothers of the babies in your care. Of course, there are variable factors which affect the keeping qualities of opened baby food, but as a general rule you may assure mothers:

Because of the careful sterilization which Heinz Baby Foods undergo, they can be stored safely in resealed jars for three days, provided the container is refrigerated between uses.

• You can recommend Heinz Baby Food with confidence. All are quality-controlled according to rigid laboratory standards in order to insure uniformity of nutritive value, flavor, color and consistency.



RN positions

ADMINISTRATORS: (a) Nurse, manage 35 bed hosp. M.W. \$6000 plus; (b) Assistant to Owner, well endowed school, mentally retarded children, near Cape Cod, \$36000; RN 6-1, Burneice Larson, The Medical Bureau, Inc., 900 N. Michigan Ave., Chicago 11, Ill.

ADVANCE PROFESSIONALLY AT WEST'S: Best known nonprofit general hospital, 479 beds, JCAH, board certified specialists, full intern-resident and intensive nursing inservice training programs. Air tourist fare paid for qualified OR R.N.'s. Maximum salary for 40 hr. wk. Excellent vacation, health, pension and other benefits. Nurses residence, also choice apts. with pools available in neighborhood. Write Miss Dorothy V. Wheeler, Director of Nursing Services, Cedars of Lebanon Hospital, 4833 Fountain Ave., Hollywood, Calif.

ANESTHESIA COURSE: The Cincinnati General Hospital School of Anesthesia offers an 18 month course of training in anesthesia for registered nurses. Instruction in all type of anesthetic techniques, including endotracheal intubation, spinal block, etc. Accredited by the American Association of Nurse Anesthetists. For information write Director School of Anesthesia, Cincinnati General Hospital, Cincinnati 29, Ohio. No tuition, complete maintenance, monthly stipend during last 6 mos.

ANESTHETIST: For 180 bed general hospital in resort area Northeastern Pa. Town of 18,000. Apply T. McFarland, Chief Anes., Bradford Hospital, Bradford, Pa.

ANESTHETIST NURSES: The Albany Medical Center School for Nurse Anesthetists, associated with Albany Medical Center Dept. of Anesthesiology, offers an 18 month course of training for registered nurses. Course begins each Sept. 1. Accredited by the AANA G.I. approval full maintenance throughout plus progressive stipend after 3 mos. For information write Miss Florence M. Maleck C.R.N.A. Albany, N. Y.

ANESTHETISTS: (a) Join staff 100 bed Chicago hosp. \$8000 Start; (b) Cover service with another 60 bed hosp., Houston, \$8500 plus; (c) Staff small Francisco Bay hosp.; excellent housing; good salary plus meals; (c) Free lance or percentage 50 bed resort hosp., Mich. RN 6-2, Burneice Larson, The Medical Bureau, Inc., 900 N. Michigan Ave., Chicago 11, Ill.

ASSISTANT DIRECTOR IN CHARGE OF NURSING EDUCATION: 500 bed voluntary hospital. Master's degree preferred but will consider B.S. degree with satisfactory experience. Salary dependent on education & experience. Nationally accredited school of ap-

proximately 100 students. Liberal personnel policies, universities & colleges available both in New York & New Jersey for further education, ten miles from New York City with direct transportation to Times Square in 35 minutes. Write to Director of Nursing, Newark Beth Israel Hospital, 201 Lyons Ave., Newark 12, N. J.

ASSISTANT DIRECTOR, IN-SERVICE EDUCATION: B.S. nursing education, minimum 3 yrs. experience in other general hospital. To organize, implement & administer comprehensive In-Service program for professional staff. We are an expanding 450 bed, general (Teaching & Research) hospital located in the heart of New Orleans. Salary open, excellent opportunity, local housing available. Send resume to Director, Nursing Service & Education, Touro Infirmary, 3516 Prytania St., New Orleans, La.

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ASSISTANT INSTRUCTOR IN NURSING ARTS: Large general hospital located in a fine residential district. School of Nursing full accredited by the N.L.N. with a student body of 199. Educational preparation and experience preferred. Salary dependent upon qualifications. Apply Director of Nursing, The Toledo Hospital, 2142 No. Cove Blvd., Toledo 6, Ohio.

ASSISTANT SUPERVISOR, EVENINGS AND/OR NIGHTS: Full or part time, 400 bed private general hospital with school of nursing. Applicants should be in excellent health between approximate ages of 26-45. B.S. degree in nursing or equivalent, with previous head nurse or supervisory experience required, liberal salary range and employee benefits, excellent working conditions in one of midwest's foremost institutions, centrally located in city and convenient to outstanding residential and shopping facilities. Contact Personnel Director, Milwaukee Hospital, 2200 West Kilbourn Ave., Milwaukee 3, Wis.

ASSOCIATE DIRECTOR, SCHOOL OF NURSING: 131 bed general JCAH accredited hospital, N.L.N. accredited school of nursing with 57 students. Masters' Degree desired,

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CLINICAL INSTRUCTORS IN MEDICAL-SURGICAL NURSING: Large general hospital located in a fine residential district. School of Nursing full accredited by the N.L.N. with a student body of 199. Educational preparation and experience preferred. Salary dependent upon qualifications. Apply Director of Nursing, The Toledo Hospital, 2142 No. Cove Blvd., Toledo 6, Ohio.

DIRECTOR OF NURSING: Dir. school & service 300-bed hosp.; minimum of BA required; \$700-\$800 per mo. plus life ins., sk. lv. & accident policy, vacation & holidays; apartment available. Apply Administrator, The Ohio Valley Hospital, Ross Park, Steubenville, Ohio.

DIRECTOR OF NURSING: Modern, progressive general hospital, 800 beds and bassinets, fully accredited. Pleasant, clean industrial community of 600,000 in Southwestern Ohio. Challenging opportunity in direction & leadership of both nursing service & of N.L.N. accredited diploma program for 300 student nurses. Outstanding benefits program, grp. life insurance, pension plan, liberal vacation, blue cross-blue shield, courtesy discounts, tuition sharing plan, etc. Masters degree in nursing service or education desirable, with proven record of experience in nursing service administration, salary open, commensurate with education & experience. Write Frank C. Sutton, M.D., Director, Miami Valley Hosp., 1 Wyoming St., Dayton 9, Ohio.

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DIRECTOR OF NURSING EDUCATION: For immediate placement in a hospital affiliated school of nursing accommodating 90 students located 4 blocks from the campus of the University of Illinois and 2 hrs. by train from Chicago. School is fully staffed with on-going program, hospital fully accredited by the JCAH. Starting salary \$7200 plus benefits. Applicants must have a masters in nursing education. Write The Administrator, Burnham City Hospital, Champaign, Ill.

DIRECTOR OF NURSING, PSYCHIATRIC: B.S. degree in Nursing Education or in nursing with specialization in education and three years of graduate nursing experience. Starting salary \$6,564, 5-day, 40 hr. wk., excellent personnel policies, 3400 bed hospital near Baltimore, 45 minutes to Johns Hopkins and University of Maryland, accommodations available on grounds. Write Personnel Manager, Springfield Hospital, Sykesville, Md.

DIRECTOR OF NURSING SERVICE: Excellent opportunity for qualified person. General hospital, fully accredited, 500 beds, large southern city, salary open, excellent management policies & the best fringe benefits including group life & pension plan. Write Box SBH, c/o RN Magazine, Oradell, N. J.

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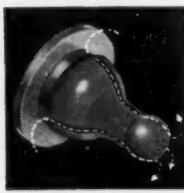
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EDUCATORS-INSTRUCTORS: (a) Direct school 65 students, wealthy progressive city, Kans. \$8500; (b) Establish school, well renowned Florida hsp.; exc. financial opport. (c) Science Instructor, New England college apptmt; 10 mos. \$600-\$850 mo. (d) Instructors: Psych. Child Health, univ. school, nursing, M.W. \$700 mo. (e) Instructors: Fundamentals, Med-Surg. Florida college nursing, \$810 mo. RN 6-4, Burneice Larson, The Medical Bureau, Inc., 900 N. Michigan Ave., Chicago 11, Ill.

FOREIGN APPOINTMENTS: (a) Director, Nursing Service, American owned 300 bed univ. hsp. Mediterranean seashore; (b) Instructors: Med-Surg., Fundamentals, Child Health, Psychiatric Nursing; overseas univ. English speaking students; interesting associates; round trip air travel; salary depends qualifications; (c) OB, Operating Room, Ped. Supervisors, 250 bed modern hsp., capitol city, Asia; start \$6000, free travel; RN 6-5, Burneice Larson, The Medical Bureau, Inc., 900 N. Michigan Ave., Chicago 11, Ill.

GENERAL DUTY NURSES: For 72 bed hospital located in college town in mountainous portion of Colo. Salary \$350 per mo. with periodic increases, fringe benefits including meals, sk. lv., vacation, etc. Contact Superintendent, Alamosa Community Hospital, Alamosa, Colo.

GENERAL DUTY NURSES: 84 bed hospital, finest equipment 40 hr. wk., very liberal personnel policies, pleasant working environment, rotating shifts, salary range \$337.99 to \$457.59 mo., \$20 evening and night differential. Atomic Energy Project, not civil service. Write Director of Nurses, Los Alamos Medical Center, Los Alamos, N. M.

GENERAL DUTY NURSES: 135 bed hospital on San Francisco Bay. Rooms available. Opportunity for advanced education in the area. Salary range—monthly—\$345 to \$390. \$20 shift differential, \$10 added for experience OB and OR. Director of Nurses, Alameda Hospital, 2070 Clinton Ave., Alameda, Calif.

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GENERAL DUTY STAFF NURSES: 350-bed, modern, air-conditioned hospital. Openings available in obstetrics, medical & surgical areas. 40 hr. wk. with social security benefits, pd. vacations, holidays, & sk. lv., salary \$329 per mo., plus shift differential. Write to Personnel Director, Bethesda Hospital, Cincinnati 6, Ohio.

GENERAL DUTY STAFF NURSES: For 50 bed accredited hospital in scenic, western Wyoming. Excellent medical staff & nursing standards, ideal climate, progressive community. Apply to W. R. Coe Memorial Hosp., Cody, Wyo.

GENERAL DUTY STAFF NURSES: Vacancies on all services due to completion of new wing which has increased bed capacity above 400. Private general hospital with 125 student school of nursing, 3 yr. diploma course. University nearby for advanced study. 40 hr. wk. Excellent salary and liberal benefit program, including noncontributory pension plan, in outstanding midwestern institution. Centrally located in the city and convenient to residential and shopping facilities. Living accommodations adjacent to the hospital available at nominal rent. Contact Personnel Director, Milwaukee Hospital, 2200 W. Kilbourn Ave., Milwaukee 3, Wisc.

GENERAL STAFF NURSES: Positions available in all services & on all shifts in 320 bed general hospital. Starting salary \$280 mo. with differential for evenings & nights. Rooms available in the nurses' residence. The University of Arizona School of Nursing offers additional educational opportunities. Contact Ass't. Director of Nursing Service, Tucson Medical Center, Tucson, Ariz.

GENERAL STAFF NURSING: For 50 bed general, modern, well-equipped hospital in copper mining & ranching community. SE Arizona, mild healthful climate. Salary \$2.37 per hr. for 7-8 tour of duty, higher salary schedule 3-11 & 11-7, time and a half over 40 hrs., private room in modern nurses' residence, \$10 per mo. Excellent meals \$1 per day, annual pd. vacation, group medical insurance, hospital-medical-surgical plan, pd. sk. lv., company pension plan, profit-sharing plan after 5 yrs. employment, social security, other benefits. Send references, complete resume of education & experience, age & availability date in first letter to, Chief Nurse, Medical Department, Phelps Dodge Corp., Morenci, Ariz.

GRADUATE NURSES: For a 60 bed general hospital in a growing frontier community. Start-salary \$325 per mo. for 40 hr. 5 day wk. On duty meals and uniform laundry furnished. 6 holidays per yr., and up to 12 days per yr. sk. lv., 2 wks. pd. vacation, low cost modern residency for single girls. Southwest Memorial Hospital, 925 So. Broadway, Cortez, Colo.

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main building has created attractive positions for staff nurses in medical, surg., obstetric and pediatric divisions of 450 bed non-sectarian acute general hospital with NLN fully accredited school of nursing. Liberal personnel policies include tuition aid for study at Western Reserve University. Apartments available in immediate neighborhood. Apply Miss Louise Harrison, Director of Nursing Service, Mount Sinai Hospital, 1800 E. 105th St., Cleveland 6, Ohio.

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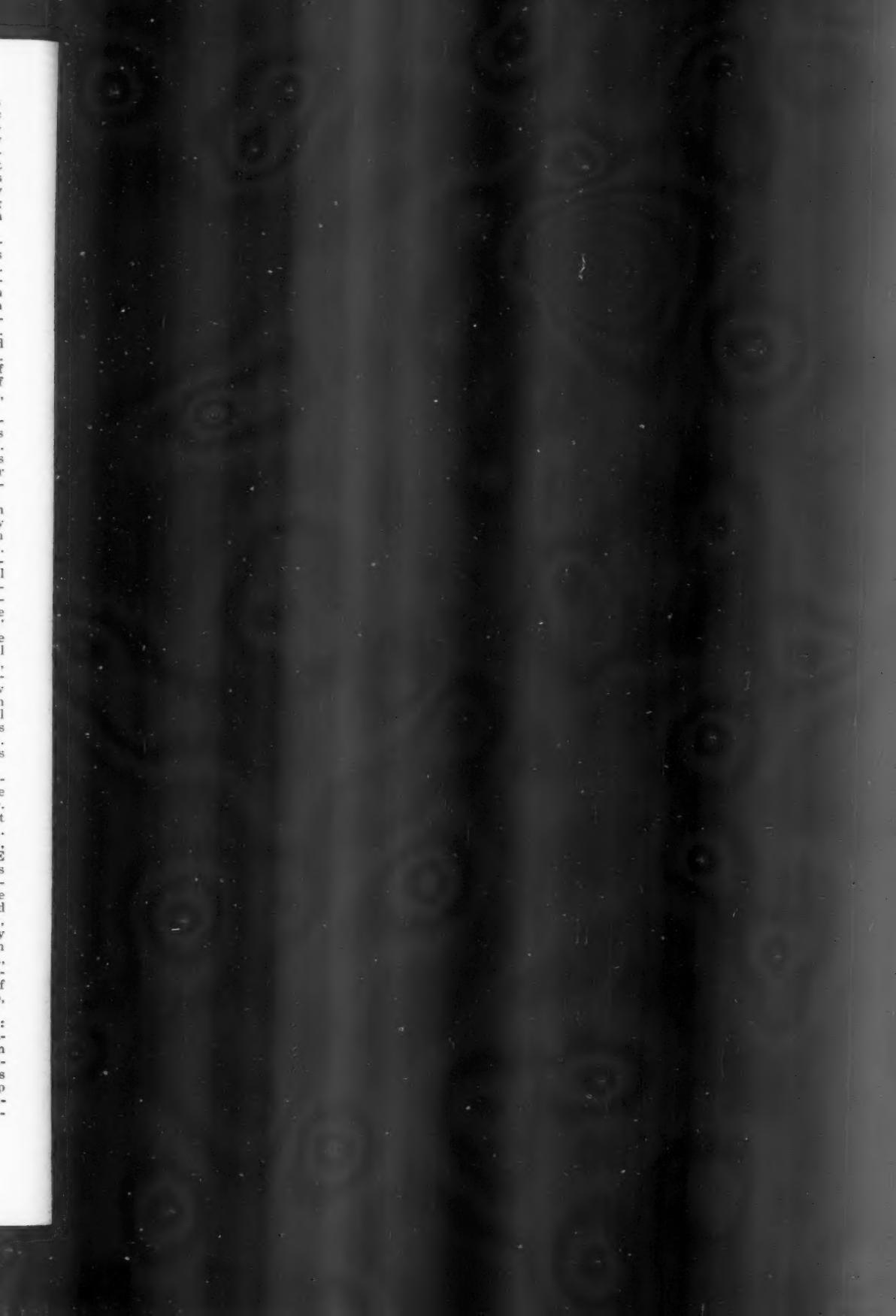
GRADUATE STAFF NURSES: 151 bed hospital with school of nursing situated 3 blocks from Atlantic Ocean, summer resort town. Annual salary \$3600, evening duty bonus \$240, night duty bonus \$360. Apply Director of Nursing, Southampton Hospital, Southampton, N. Y.

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GRADUATES: Mercy College of Anesthesiology offers an 18 mo AANA approved course to graduates of accredited schools of nursing. Write: Director, Anesthesia Dept., Mount Carmel Mercy Hospital, Detroit 35, Mich.

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INSTRUCTOR: Obstetric Nursing, immediate opening. Bachelor Degree and experience in teaching required, liberal personnel policies, admit one class a yr., 3-yr. diploma program, N.L.N. accredited, 184 bed hospital, 60 students. Apply to Director of Nurses, Helene Fuld Hospital, Trenton, N. J.

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INSTRUCTOR-MEDICAL & SURGICAL NURSING: Formal & Clinical teaching in hospital diploma program with student enrollment of 150. N.L.N. full accreditation, liberal personnel policies, salary commensurate with qualifications, no nursing service responsibilities, 420 bed progressive hospital. Apply Director of Nursing Education Hospital of Saint Raphael, Chapel St., New Haven, Conn.

INSTRUCTOR-MEDICAL SURGICAL: Formal & Clinical teaching, NLN full accreditation, 1 class yearly or approximately 40 students. B.S. degree & teaching experience required. Liberal personnel policies, salary based upon background, no nursing service responsibilities, 500 bed hospital, direct transportation to New York City in 35 minutes. Write to Director of Nursing, Newark Beth Israel Hospital, Newark 12, N. J.

INSTRUCTOR-OBSTETRICAL NURSING: Formal & Clinical teaching in hospital diploma program with student enrollment of 150. N.L.N. full accreditation, liberal personnel policies, salary commensurate with qualifications, no nursing service responsibilities, 420 bed progressive hospital. Apply Director of Nursing Education Hospital of Saint Raphael, Chapel St., New Haven, Conn.

INSTRUCTOR OF NURSING, PSYCHIATRIC: Bachelor's degree in nursing and 2 yrs. of professional experience, 1-yr. which must have been in psychiatric nursing. Salary \$4,790-5,990 commensurate with background, 5-day, 40-hr. wk., excellent personnel policies, 3400 bed hospital near Baltimore, 45 minutes to Johns Hopkins and University of Maryland. Accommodations available on grounds. Write Personnel Manager, Springfield Hospital, Sykesville, Md.

INSTRUCTORS: Needed in Medical/Surgical and Pediatric Nursing. Both include formal and clinical instruction. B.S. degree required. Experience desirable, 110 students enrolled in 3 yr. program, full NLN accreditation, 382 beds general hospital with full JCAH approval. Liberal personnel policies, recog-



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nition given for preparation and experience, cash salary, pension plan, social security. Personnel Office apply to Director of Nursing, Mercer Hospital, Trenton 8, N. J.

INSTRUCTORS IN FUNDAMENTALS OF NURSING: In residential area adjacent to Chicago, minutes from loop shopping area and Universities. Liberal personnel policies, salary depending on qualifications. School accredited by N.L.N., 400 bed JCAH accredited general hospital, bachelor's degree in nursing education and some experience in teaching required. Applications now being received for positions available in August. Apply Director of Nursing, West Suburban Hospital, Oak Park, Ill.

MEDICAL AND SURGICAL CLINICAL INSTRUCTOR: Diploma school affiliated with Community College. B.S. degree and teaching experience required. Good personnel policies. JCAH accredited 210 bed general hospital. Apply Director of Nursing, White Plains Hospital, White Plains, N. Y., Telephone WH 9-4500, Ext. 255.

MEDICAL-SURGICAL CLINICAL INSTRUCTORS: Diploma program, 550 bed hospital, 191 students enrolled. B.S. degree required, 1 yr. staff nursing desirable, salary commensurate with qualifications. Apply Director of Nursing, Illinois Masonic Hospital, 836 Wellington Ave., Chicago 14, Ill.

MEDICAL-SURGICAL SUPERVISOR-ADMINISTRATIVE: 500 bed voluntary hospital. Degree & satisfactory experience required, salary dependent on education & experience. Liberal Personnel policies, direct transportation to New York City in 35 minutes. Write to Director of Nursing, Newark Beth Israel Hospital, Newark 12, N. J.

NURSE ADMINISTRATOR: 32 bed hospital, 60 mi. S.W. Mpls., eligible Minn. Adm. license, salary open. Apply Administrator, Arlington Municipal Hospital, Arlington, Minn.

NURSE ANESTHETIST: Urgent need, male or female. 76 bed, fully accredited general hospital opened 1958 in Cloquet, Minnesota, population 9,000. 3 wks. annual vacation, 7 pd. holidays, accumulative sk. lv., social security & other employee benefits, operating room air-conditioned, Heidbrink equipment, 2 nurse anesthetists employed full time. Starting salary \$450 per mo., \$500 per mo. after first yr., base compensation for overtime, average gross earnings \$600 per mo. first yr. Apply Administrator, Community Memorial Hospital, Cloquet, Minn.

NURSE ANESTHETIST: Salary open. Preston L. Powell, Administrator, North Big Horn Hospital, Lovell, Wyoming.

NURSES: For OR and general duty located in resort area 40 minutes from Times Square. Nurses' residence available. \$15 monthly. New York State policies observed. Write to Director of Nurses, Long Beach Memorial Hospital, Long Beach, N. Y.

NURSES: Registered and licensed practical for 76-bed general hospital, fully accredited, located approximately 40 miles north of Albany, N. Y. Excellent salary and personnel policies, excellent living-in quarters. Write Director of Nursing Service, Mary McClellan Hospital, Cambridge, N. Y.

NURSES: For new 75 bed general non-profit hospital. Resort area. Contact Administrator, South Coast Community Hospital, South Laguna, Calif. HYatt 4-8501.

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NURSES: General duty, 236 bed hospital, 30 mi from NYC. Apartment-style residence. Good salaries, free benefits and pension plan. Modern hospital. Write Director of Nursing, Morristown Memorial Hospital, Morristown, N. J.

NURSES STAFF: Opportunities in all areas in modern 200 bed hospital 45 minutes from New York City. Apartment type nurse's residence situated on 64 acres in the heart of historic Sleepy Hollow Country. Progressive personnel policies, rotating shifts-bonus for evenings and nights. Apply Director of Nursing, Phelps Memorial Hospital, No. Tarrytown, N. Y.

NURSING ARTS INSTRUCTOR: B.S. degree and experience required. Diploma school; college affiliated; attractive personnel policies. Modern 300-bed hospital with new School of Nursing Building under construction, 35 minutes from NYC. Apply Director, School of Nursing, Clara Maass Memorial Hospital, Belleville, N. J.

NURSING ARTS INSTRUCTOR: Degree required, position available immediately, good personnel policies. Apply Director of Nursing, Columbia Memorial Hospital, Hudson, N. Y.

NURSING INSTRUCTOR-MEDICAL-SURGICAL: Bachelor of Science Degree in Nursing required, teaching experience desirable. San Joaquin General Hospital, teaching hospital with interns, residents & school of professional nursing. Starting salary \$524 per mo., liberal personnel policies & living facilities for single persons on hospital grounds. Position open in August. Contact Personnel Office, Room 530 Courthouse, Stockton, Calif.

NURSING INSTRUCTOR-OBSTETRICAL NURSING: Newly created position, formal & clinical teaching, NLN full accreditation, 1 class yearly or approximately 40 students. B.S. degree & teaching experience required. Liberal personnel policies, salary based upon background, no nursing service responsibilities, 500 bed hospital. Direct transportation to New York City in 35 minutes. Write to Director of Nursing, Newark Beth Israel Hospital, Newark 12, N. J.

OBSTETRICAL NURSES: With labor and delivery room experience. 245 bed JCAH accredited general voluntary nonprofit hospital, 40 hr. wk., \$345-\$400 per mo., differential for evenings and nights. California registration required. Inquire Director Nursing Service, Hollywood Presbyterian Hospital, 1322 N. Vermont Avenue, Hollywood 27, Calif.

OPERATING ROOM NURSES: All shifts, rotating or permanent evening & night assignment, 400 bed hospital, 40 hr. wk., planned merit increases, substantial evening & night differential, retirement pension plan, Blue Cross, Social Security, liberal vacation & sk. lv. policy. Convenient transportation to education & cultural facilities accessible, good residential area. Apply to Director of Nursing, West Suburban Hospital, Oak Park, Ill.

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OPERATING ROOM NURSES: 1348 bed hospital affiliated with the University of Miami Medical School. Starting salary ranges from \$344 to \$398 per mo., depending upon experience and qualifications, liberal personnel policies, regular merit increases after 6 mos. Apply to Personnel Department, Jackson Memorial Hospital, Miami 36, Fla.

OPERATING ROOM NURSES: 160 bed general hospital located in a beautiful residential section along the North Shore of Chicago. Starting salary \$390 for days, \$420 for evenings, 40 hr. wk. Modern ranch style nurses' homes with attractively furnished private bedrooms. Contact Personnel Director, Highland Park Hospital Foundation, Highland Park, Ill.

OR AND GENERAL DUTY NURSES: New 65 bed hospital, College town, to be opened early 1961. Contact Director of Nurses, Hillcrest General Hospital, Silver City, N. M.

OR & STAFF NURSING: Active 100 bed children's medical center. University affiliation. Good personnel policies. Apply Director of Nursing, St. Christopher's Hospital for Children, 2600 N. Lawrence St., Philadelphia 33, Pa. Telephone GA 6-5600.

OPERATING ROOM SUPERVISOR: For a 200 bed general hospital located in a beautiful North Shore suburb of Chicago. New operating suite consisting of 4 major rooms & 2 minor rooms, approximately 260 cases per mo., including orthopedic & thoracic surgery. Modern ranch style living accommodations available, salary to commensurate with education & experience. Contact Personnel Director, Highland Park Hospital Foundation, Highland Park, Ill.

OPERATING ROOM SUPERVISOR & CLINICAL INSTRUCTOR, O.R. NURSING: For well-established voluntary 400-bed general hospital with well-trained seasoned staff & 3-yr. diploma program, League accredited. Operating Room Supervisor: Master's degree, 5 yrs. O.R. experience including teaching, supervisory responsibility or B.S. with equivalent experience, preferably with post graduate course in O.R. nursing. Clinical Instructor, O.R. Nursing: Master's degree preferred; bachelor's degree in Nursing Education with teaching experience considered. Registration or eligibility on registration in New York State. Liberal vacation, sk. lv. holiday, retirement, & hospitalization benefits, salary dependent on educational qualifications & experience. Write Director of Nursing, Rochester General Hospital, Northside Division, Rochester 21, N. Y.

OPERATING ROOM SUPERVISORS: (a) B.S. or Post-graduate course, opportunities small hsp's, Chicago, N. Y. C., San Francisco, \$450-\$550 mo. living accom. available; (b) B.S. 5 yrs., experience leading California

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REGISTERED NURSES: Have openings in operating room, also 2 openings in pediatrics, 11-7, 2 openings on Medical/Surgical Division. Personnel policies, basic salary, \$345, differential pd. for evenings & nights, 2 wks. pd. vacation, 12 sk. days, 7 pd. holidays, Blue Cross available. Apply Long Beach Community Hospital, 1720 Termino Ave., Long Beach, Calif.

REGISTERED NURSES: Male & Female for 222-bed general medical & surgical Veterans Administration Hospital, Fort Bayard, New Mexico, located 9 miles from Silver City, New Mexico, a college town. Delightful yr. round climate at an elevation of 600 ft., in mountain area. Starting salaries from \$4760 per annum & \$5600 per annum. Personnel policies include normally a work wk., of 40 hrs., 30 days annual lv., 15 days sk. lv., 8 holidays, uniform allowance with free laundry, retirement plan, room & board available at nominal fee. U. S. citizenship & current registration any state or territory required. Apply Chief, Nursing Service, VA Hospital, Fort Bayard, New Mexico.

REGISTERED NURSES: Gen. duty, 25 bed hosp., starting salary \$325 per mo, room & board, 40 hr. wk., vacation, 8 holidays, sk. lv., rotating shifts. Apply Director of Nurses, Mt. Grant General Hospital, Hawthorne, Nev.

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REGISTERED NURSES: Come to the vacation land of the Pacific Northwest. Excellent year around sports. Positions available immediately in progressive JCHA accredited hospital. New wing under construction, ready for occupancy soon. Liberal personnel policies. For further information contact Director of Nursing, Deaconess Hospital, Spokane, Wash.

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REGISTERED NURSES: For general duty, Florida east coast 110 bed hospital, JCAH fully accredited, liberal personnel policies, 40 hr. wk., other fringe benefits. Contact Director of Nurses, Fort Pierce Memorial Hospital, Fort Pierce, Fla.

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REGISTERED PROFESSIONAL NURSES: For Veterans Administration Hospital, Fort Howard, Md., located 15 miles from center of Baltimore. 377 General Medical and Surgical Hospital. Personnel policies include normal work week, 40 hrs., 8 holidays, 30 days annual leave and 15 days sick leave. Annual salaries \$4760 to \$7560. Uniform allowance and laundry service. Retirement and health plan. Quarters available. Write: Chief, Nursing Service, VA Hospital, Ft. Howard, Md.

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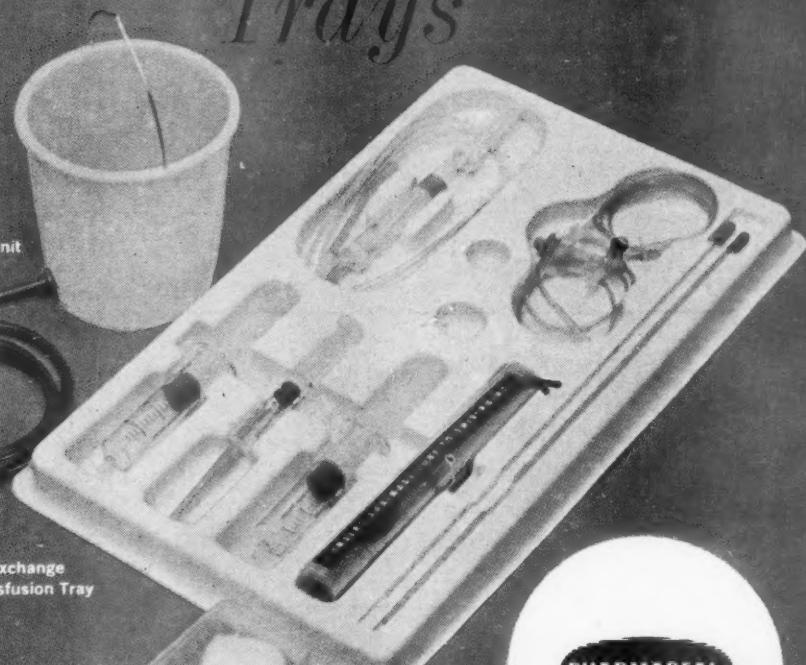
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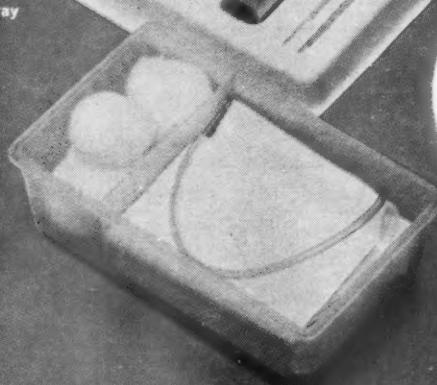
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STAFF NURSES: Beginning salary \$315-\$325. Board & room included, 50 bed hospital, retirement plan, annual raises, 2 wks. pd., vacation. Apply Humboldt General Hospital, Winnemucca, Nev.

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STAFF NURSES: 245 bed general hospital fully accredited, 40 hr. wk., 2 wks. vacation, 6 pd. holidays, 12 days sk. lv. annually, good recreational area. Starting rate \$330. Apply Director of Nursing Service, Memorial Hospital, Casper, Wyo.

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STAFF NURSES: For JCAH accredited 210 general hospital with diploma school of nursing, 35 miles from New York City. Rotating staff, salary range \$335 to \$375 per mo.; \$50 differential for 3-11 duty, \$40 differential for 11-7. Liberal personnel policies including generous sk time and vacation allowance. Pleasant living facilities provided at \$30 per

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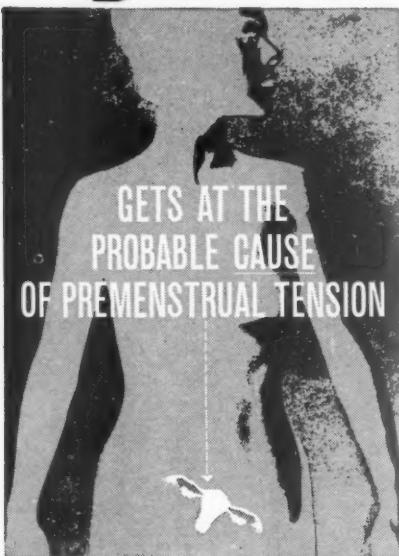


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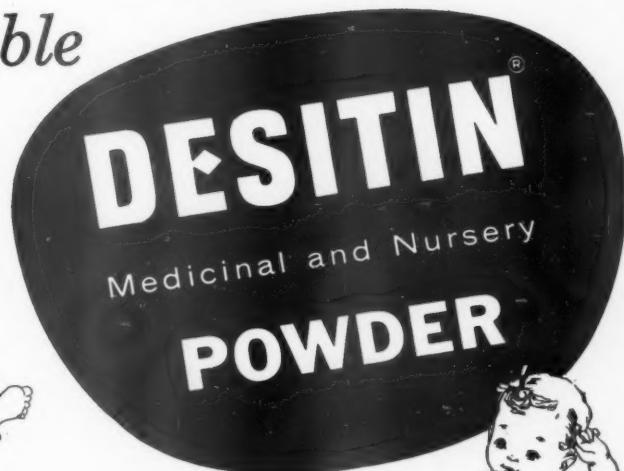
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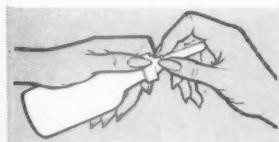
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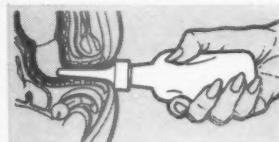
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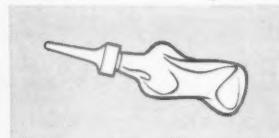
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